

Hebgen Basin Fire District

Meeting Minutes

November 15, 2018

Meeting was called to order at 1804 hrs.

Board Members Present: Ken Davis, Gay McBirnie, Kyle Goltz, Nancy Heideman, Mike Gavagan

Also in Attendance: Chief Grube, AC Jessop, Lindsey Charlton, Ethan McDowell, William Polansky

Recorder of Minutes: Lindsey Charlton

Public Comment for Items Not on Agenda: No public comment.

Approval of Minutes for October 09, 2018 Regular Board Meeting:

Ken Davis motions to approve minutes as written. Nancy Heideman seconds. All in favor. Motion passed.

Approve Claims/Deposits:

Nancy Heideman motions to pay claims as presented. Mike Gavagan seconds. All in favor. Motion passed.

Chief's Report: See attached.

Old Business:

Performance bonuses:

Board discussed possible performance evaluations for the chiefs to be completed by staff. Ken Davis contacted school and they no longer do performance evaluations. Kyle Goltz looked in several places and could not find anything that would fit our District. AC Jessop asked if there are other department doing anything like this that compare to our district. He suggests we need to look out for legal ramifications, and the research he found shows the community was not happy with performance bonuses. Ken Davis suggests the staff could use the questions the board uses for chief review. Mike Gavagan questions why would we use performance bonuses verses a pay increase. Kyle Goltz adds that nonunion employees do not get the same longevity bump as union staff. Gay McBirnie states that the Chief and AC should get the same longevity as the Union Staff. Chief Grube would like to see bonus for performance rather than strictly salary increase. Ken Davis states that there has to be a max pay amount and a way to reward performance. The pay scale could go too high if there is not a final tier on the ladder. It may be worth the boards while to ask the union about pay scale, bonus, and evaluations used by other organizations. Mike Gavagan motions to table performance bonuses for further research. Gay McBirnie seconds. All in favor. Motion passed.

New business:

Voluntary Call Back Paid Staff Policy:

Chief Grube is bringing policy back to the board to discuss. Mike Gavagan points out that this current policy states 15 minute response. Chief explains that the policy was written before the new residency policy was implemented and he will update policy to reflect 30 minute response time. Chief explains that if the district has a second medical call and an on call staff member arrives on scene they are awarded an hour and half of base wage. Kyle Goltz asks if this policy was sent to the union and Ethan McDowell confirms it was, along with stating it looks good as written. The pay for this policy is similar to training pay in that staff is paid straight time and not at an overtime rate. Chief states that he is not looking to adopt policy at this time. This was only brought to board to be discussed.

Apprenticeship Program

Chief explains this program is Looking to use students within fire programs at Missoula and Helena College of Technologies during summer. This will help alleviate staffing issues during May through August months. Staff can be 3 per shift allowing the crew not to run short or overworking. This would also allow freed up paid staff to go on fire assignments if help is requested from district. This would help create a pool of people to have for future employment with the district. Starting wage would be at probationary pay level. Board members recommend getting Union input about this program.

Chief shares with board that he attended meet and greet for new park superintendent. He understands operations and is interested in working with other local agencies. Kyle Goltz states that is a good start since previous admin was not open to working with other agencies.

Meeting Adjourned 18:45

Next meeting: December 10, 2018 at 18:00